Government of
Saskatchewan

Annual Report
1988-89

Saskatchewan Indian and Native Affairs Secretariat

for the fiscal year ending
March 31, 1989

Minister
The Honourable Grant Hodgins

Saskatchewan
Indian and Native Affairs
Secretariat

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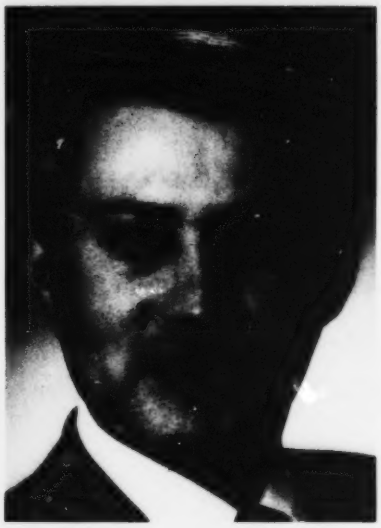
The Honourable Sylvia Fedoruk
Lieutenant Governor
Province of Saskatchewan

May It Please Your Honour:

I respectfully submit the Annual Report of the Indian and Native Affairs Secretariat for the fiscal year ending March 31, 1989.

Grant Hodgins
Minister of Indian and
Native Affairs



The Honourable Grant Hodgins
Minister of Indian and
Native Affairs

Dear Sir:

I am pleased to submit the Annual Report of the Indian and Native Affairs Secretariat for the fiscal year ending March 31, 1989.

Walter Keyes
Acting Secretary
Indian and Native Affairs Secretariat

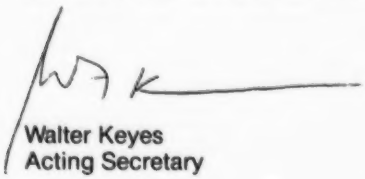
Secretary's Introduction

The 1988-89 fiscal year has been a year of challenge and growth for the Indian and Native Affairs Secretariat. We have maintained the Government's strong commitment to economic development and diversification through our Indian Economic Development Program, the Native Business Development Program and the Native Career Development Program. At the same time, the Secretariat has strengthened and expanded its policy development and co-ordination role. The Secretariat has also continued to place a high priority on the land entitlement process, making significant progress on a number of selections over the past year.

Perhaps most importantly, we have maintained and enhanced our tradition of working in a spirit of co-operation with aboriginal people in addressing their concerns.

The Secretariat will continue to build on its strengths and past successes to meet the challenges of the future. Increased funding for the Indian Economic Development Program and the Native Business Development Program, increased emphasis on our policy and co-ordination role, expansion of our career training services to include co-ordination of the provincial government's employment fairness program, and the strong potential for even greater progress in land entitlement — all these clearly demonstrate a positive future direction.

It has been a pleasure to work with the staff of the Secretariat. I am very appreciative of their guidance, support and dedicated service.



Walter Keyes
Acting Secretary

Introduction

Aboriginal concerns and issues are accorded a high priority by the Province of Saskatchewan. The Saskatchewan Indian and Native Affairs Secretariat is charged with the responsibility of working with Saskatchewan's aboriginal people to ensure that the issues facing them are properly addressed.

The challenge of this broad mandate means that the Secretariat must employ a flexible and balanced approach towards meeting its objectives. This is reflected in the Secretariat's organization, which includes branches involved in economic development program delivery as well as land claims negotiations and policy development.

The Indian Economic Development Program, the Native Business Development Program, the Native Career Development Program and the joint Federal-Provincial Special Agricultural and Rural Development Agreement funding continued to be very successful and well received during the past year.

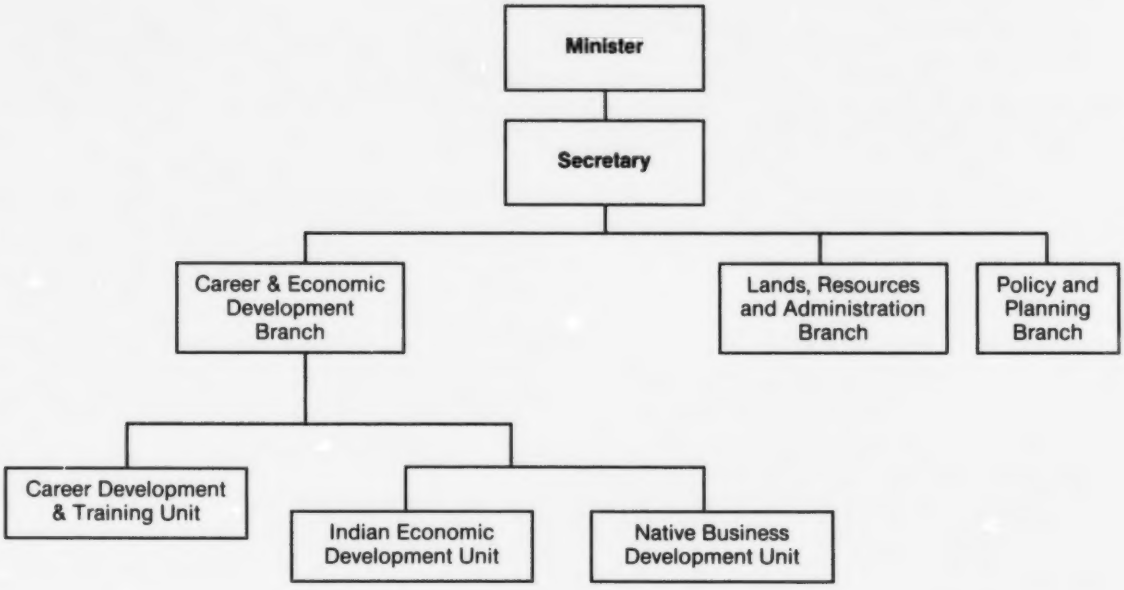
The Secretariat also administers core funding to two provincial aboriginal women's groups. Our work with these groups has focused on family and social services issues.

Complementing its Indian and Metis business development program delivery, the Secretariat also plays a lead role in the policy area. The Secretariat develops new strategies and assesses existing programs, advises the government on aboriginal issues, and co-ordinates policy initiatives with other departments. We are a key contact point between aboriginal groups, other governments and the Government of Saskatchewan.

The negotiating role fulfilled by the Secretariat in the land entitlement process provides a good illustration of our ability to work with Indian people, provincial government departments, the federal government and third party interests towards achieving our common goal.

These key functions and programs of the Secretariat combine to create an organization that strives to meet the needs of Saskatchewan's aboriginal people today, while at the same time anticipating and planning for the opportunities and challenges of the future.

Indian and Native Affairs Secretariat
Organization Chart
March 31, 1989



Native Career Development Program

The Native Career Development Program (NCDP) provides service to Saskatchewan employers who are committed to hiring Native workers, and to Native individuals who are seeking long term employment and career development.

Program services include:

- recruitment and referral
- screening and interviewing
- training development and delivery
- financial and support services
- employment equity counselling
- cultural awareness training
- career counselling

The Program's training consultants work with employers to identify specific jobs with career potential for which Native workers can be hired and, if necessary, trained.

Matching available people to available jobs is done through an orientation and selection process which involves the employer, the prospective employee and relevant resource people made available through the Program. The employer makes the final selection.

Training packages are the key to the Native Career Development Program. To ensure a direct connection between job requirements and trainee potential, the Career Development unit ensures that the training package is practical, detailed and straightforward. The employer and trainee need to understand that training plan before it is started. The training package is designed to provide individualized tutoring as required.

The training package provides participants with job skills required for the chosen positions. The employer, assisted by program staff, determines what each job requires as 'entry level' skills and knowledge. Again, the training package is prepared jointly and could include formal training, on-the-job training and/or individual tutoring. A monitoring process designed to determine the progress of each trainee is included.

When the trainee has acquired all the knowledge and skills identified in the training plan, he or she becomes a full-time permanent employee of the company.

The Program's flexible approach to the variety of employer training requirements is one of the factors which sets the NCDP apart from other available training options. In addition, Program staff assist employers in recruiting prospective trainees and in providing counselling or other special assistance to trainees as necessary to ensure successful completion of the "training-to-employment" plan.

Other components of the Program which relate to assisting Native clients in finding employment or increasing employment-related skills have been reorganized and expanded into "Employment Enhancement Training". This training takes the form of seminars which will assist clients in securing employment or training related to economic development and entrepreneurial initiatives.

Program Performance

Jobs	1988-89
Jobs under Contract (Training)	752
Direct Placement (No training)	105
TOTAL	857
Number of Contracts	182

Indian Economic Development Program

Fiscal year 1988-89 represents the sixth year of operation of the provincial Indian Economic Development Program. This program was established to assist Indian people at the community level to become more economically self-sufficient. Through this program, grants are provided as "seed money" to initiate viable Indian businesses.

The major objectives of the Program are as follows:

- To create permanent and meaningful jobs for Indian people which will enable them to participate and contribute to local economies and the provincial economy as a whole.
- To enable Indian people to become more economically self-sufficient through the establishment of viable businesses controlled and staffed by Indian people.

Administration of the Program

The Indian and Native Affairs Secretariat has administrative and fiscal responsibility for the Indian Economic Development Program. The viability of a project, its potential for employment creation and the **need** of financial assistance are key factors in making a decision on an application for Program support.

Eligibility

Only status Indian people are eligible for grants under this program. Accordingly, grants can be made to status Indian individuals, Indian bands, or district and Indian economic development institutions. While the program is aimed primarily at business development at the reserve level, status Indian projects in urban centres are also funded.

Role of Federal Government

Although the Program provides direct financial support to Indian people in the area of economic development, provincial involvement does not diminish the role of the federal government, which has legislative jurisdiction for status Indian people. Rather, the provincial Program serves to complement federal economic development and job creation initiatives in concert with overall economic development priorities and opportunities in Saskatchewan.

Types of Project

During the 1988-89 fiscal year, 51 grants were disbursed under the provincial Indian Economic Development Program. A breakdown by economic sector is as follows:

Breakdown by Economic Sector
Indian Economic Development Program

Sector	# of Projects	Funding	%
Agriculture	2	15,000	2
Construction	7	100,000	10
Education	1	9,085	1
Finance	2	20,000	2
Manufacturing	5	151,900	14
Retail Trade	10	192,500	18
Services	19	371,620	36
Transportation	1	20,000	2
Studies	4	153,000	15
	51	1,033,105	100

Native Business Development Program

The Native Business Development Program is an initiative of the Province of Saskatchewan implemented in the 1988-89 fiscal year. The Program is administered by the Indian and Native Affairs Secretariat in co-operation with provincial departments, Native institutions and the private sector. The Program recognizes and builds on two fundamental characteristics of the Saskatchewan economic and social environment:

1) the tremendous potential for small business and resource development as a source of economic activities, and

2) the great strengths and potential of Saskatchewan's expanding Native human resources.

The Native Business Development Program provides the opportunity to combine and build on these strengths to create business and resource enterprises. These enterprises impact directly and positively on the economic opportunities of Saskatchewan's Native people and the province as a whole. The Program is aimed at the grass-roots level, supporting individuals who wish to be on the leading edge of business and resource development. The Program enhances the opportunities for individual Native applicants with qualifying viable business proposals to attract conventional financing.

The purpose of the Program is to encourage and support Native people to achieve economic self-sufficiency through the creation and expansion of viable businesses, secondary processing and resource enterprises which generate wealth and employment. The long-term objective is to establish and expand Native owned businesses as an integral part of the provincial economy. In 1988-89, forty-four business inquiries were received, resulting in 14 business plans being funded by the Program in the total amount of $251,950. The following sectors of the economy were covered by the business plans receiving funding:

Sectors of the Economy Covered by Funded Business Plans

Sector	# of Projects	Funding	%
Construction	2	18,500	7
Financial	1	100,000	40
Business Services	6	83,950	33
Agriculture	1	9,500	4
Retail Trades	4	40,000	16
	14	251,950	100

Lands, Resources, and Administration

Lands

Lead responsibility for the negotiation of Indian treaty land entitlement within the provincial government lies with the Indian and Native Secretariat. Saskatchewan bands, covered by the numbered treaties (2,4,5,6,8, & 10), were entitled to receive specific quantities of land based on their populations. In some cases, these Bands have not received the full amount of land as set out in the treaties. Under paragraph 10 of the *Natural Resources Transfer Agreement, 1930,* the Province is obligated to provide unoccupied Crown land to meet the unfulfilled federal treaty land entitlement obligations. By policy, Saskatchewan has agreed to negotiate the transfer of occupied Crown land to fulfill its paragraph 10 obligations, subject to the satisfaction of provincial and third party interests.

Work in the entitlement area from April, 1988 to March 31, 1989 was highlighted by the conclusion of an agreement with the federal government and the Lucky Man Band on the transfer of land in the Meeting Lake Prairie Farm Rehabilitation Administration Pasture. Transfer of their land will settle in full the Lucky Man Band's entitlement. Negotiations on a number of partial entitlement selections also proceeded. Indian and Native Affairs Secretariat officials participated actively, along with the federal government, in the negotiation of partial entitlement selections with the Piapot Band, Flying Dust Band, Peter Ballantyne Band and Onion Lake Band.

The Indian and Native Affairs Secretariat also co-ordinates the provincial government's involvement in other land issues, such as Indian specific claims.

Resources

The Indian and Native Affairs Secretariat has a co-ordinating role in resolving resource issues involving Indian and Metis people. During the 1988-89 fiscal year, officials from the Secretariat took part in band, federal government and Province meetings discussing a renewal of the Sipanok lease agreement related to fur and resource management. The Agreement is between Saskatchewan and the Red Earth and Shoal Lake Bands. Discussions also took place with the Village of Cumberland House and the Cumberland House Band on their concerns over reduced water levels and with the James Smith Band on proposals related to tourism and resource use.

The Secretariat also deals with issues related to the aboriginal aim of self-government. Negotiations involving Saskatchewan bands and the federal government have not yet reached the stage where active provincial negotiations are required.

Administration

Administration and support services are directed by the Secretariat with the assistance of the Administration Branch from the Department of Human Resources, Labour and Employment. The Secretariat makes use of the financial management systems and other special technical services available from Human Resources, Labour and Employment, which are more cost efficiently provided by the larger department. Overall budget control and co-ordination rests with the Lands, Resources and Administration Branch.

Special Agricultural and Rural Development Agreement

In 1987, Saskatchewan and Canada signed a two-year extension of the Special Agricultural and Rural Development Agreement. The extension and the Agreement both lapsed on March 31, 1989.

Special ARDA provides financial assistance to people of Indian ancestry for the purposes of establishing small business enterprises, expanding agricultural and other primary resource operations and training leading to employment.

Purpose of Special ARDA

The Agreement recognizes that the income levels and standard of living of many people in rural areas of the Province, particularly those of Indian ancestry, are disproportionately low, that the opportunities for their improvement need to be increased, and that complex and varied problems of social and economic development exist in such rural areas.

It also recognized that, while the Agreement has not necessarily addressed all of these problems and circumstances, it has enabled rural residents, particularly those of Indian ancestry, to identify and develop selected economic and employment opportunities.

Projects have been assessed on the extent to which they provide people of Indian ancestry with entrepreneurial involvement, managerial or career development opportunities, training opportunities, general employment and income.

Administration of the Program

Indian and Native Affairs has overall responsibility on behalf of the Province for delivery of the Special ARDA Program to Metis and Non-Status Indians. The federal departments of Indian and Northern Affairs, Canada Employment and Immigration, and Regional Industrial Expansion are responsible for delivery of Special ARDA to status Indians.

Eligibility

The Program has been available to people of Indian ancestry with a primary focus on business and employment related development.

Projects Approved in 1988-89

	Projects	Jobs	Trainees
Special Business	53	188	
Social Adjustment (Training)	3		350

Policy and Planning Branch

The Policy and Planning Branch was established to develop, coordinate and monitor policy across government impacting on aboriginal people. The Branch works closely with other departments to ensure that programs and services are responsive to the needs of aboriginal people in the Province. This includes social services, health, education, housing, justice and economic policy areas.

The Policy and Planning Branch works with the federal government and aboriginal representatives to ensure that provincial initiatives complement and better serve the interests of aboriginal people. Staff also attend meetings, conferences and workshops and monitor the print and broadcast media to keep informed and up-to-date on aboriginal issues. This enables the Branch to assemble a wide range of statistical and other relevant data dealing with aboriginal people. Such information is essential for program planning and evaluation as well as informing the public.

The Branch maintains ongoing liaison with aboriginal women's groups to address women's issues, review proposals, administer grants, and monitor expenditures in accordance with the contracts. During the 1988-89 fiscal year, the Aboriginal Women's Council of Saskatchewan and the Saskatchewan Treaty Indian Women's Council each received $91,600 in grant funding from the Indian and Native Affairs Secretariat.

The Aboriginal Women's Council of Saskatchewan represents Metis and non-status Indian women as well as status Indian women in urban centres. The Saskatchewan Treaty Indian Women's Council represents status Indian women on reserve. Funding is provided to these organizations for administrative support, counselling services, workshops and training programs. This assists the organizations in addressing issues of importance to aboriginal women such as child care, alcohol and drug abuse, and economic development, and in seeking solutions to other related concerns.